

2484180

Bryn Melyn Care Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by a large private company. It provides care for up to four children who exhibit complex behaviours because of their childhood experiences. The home was registered by Ofsted in October 2018.

The manager has been working in the home since 4 October 2021 and has submitted her documents to be registered by Ofsted.

We last visited this setting on 6 and 7 October 2021 to carry out a second full inspection following a previous inadequate judgement on 30 June 2021. The home was judged to be inadequate in all areas and serious concerns were identified in respect of safeguarding children. Consequently, we issued a notice restricting accommodation to the home. Also, compliance notices were issued against regulation 12 (the protection of children standard), regulation 13 (the leadership and management standard) and regulation 35 (the behaviour management policies and records standard). The report is published on the Ofsted website.

Inspection date: 16 November 2021

This monitoring visit

This visit examined the progress made in meeting the compliance notices raised at the last inspection. Furthermore, this visit was carried out to review the notice of restriction issued by Ofsted on 8 October 2021.

Since the last inspection, three children have moved on from the home. One child is currently living in the home. The notice restricting accommodation has been adhered to and no children have moved into the home.

Leaders are taking action to ensure that staff have the skills to safeguard children effectively. For example, the manager and the responsible individual have reviewed

staff's skills and knowledge. Also, the national care manager has completed a full review of staff's understanding of the home's child protection policies and assessed their ability to safeguard children. These reviews have assured leaders and the manager that staff have the knowledge and skills to safeguard children.

The management team has introduced systems to upskill and develop staff's knowledge and understanding in relation to safeguarding children. For example, in team meetings, staff have completed focused workshops to assist them in recognising and managing bullying incidents with children. Staff were able to describe their learning and how to use this in practice. This means that staff are now better equipped to recognise and intervene when there is bullying and significant incidents between children.

Leaders ensure that steps are taken to address poor staff performance. The company's lead for safeguarding has completed a review of significant incidents. Findings from this review have meant that leaders are taking formal action with staff to address the shortfalls identified. This reassures the regulator that leaders in the home can take action to improve the care received by children.

Staff ensure that children's risk assessments are reviewed and updated regularly. Risk assessments now identify clear strategies for staff to follow to support children. Furthermore, staff have consulted with children's social workers and the local authority. This means that children's plans are current, reflective and provide staff with guidance to keep children safe.

Staff have now completed training which is specific to the needs of children. For example, all staff have completed bullying and online safety training. In addition, the manager has ensured that staff have completed refresher training in physical intervention. This prepares staff to implement their learning to safeguard children.

Since the last inspection, there have been no incidents requiring physical restraint with children. Furthermore, there have been no consequences issued to children. Leaders have ensured that the home's behaviour management policy has been reviewed and they have tested staff's understanding of this in team meetings and supervision. This means that staff have been given the support to equip them with the knowledge to promote positive behaviour in the home.

There is a core team of regular staff employed to work in the home. As there is only one child currently living in the home, there are sufficient staff in place to meet this child's needs. However, there has been a recent turnover of staff which has left vacancies in the team. Leaders were clear that there are only enough staff currently to meet the needs of two children. Consequently, the home does not have enough staff to fully meet the conditions of its registration.

The manager has good oversight of the home. She uses internal monitoring systems to identify actions, which improve the quality of care received by children. Staff have stated that the 'passion and drive' of the new management team has made them

feel 'more motivated' to achieve better outcomes for children. In contrast, external monitoring systems are not as effective. For example, the independent visitor's reports do not always identify recommendations to improve the home. Furthermore, reports are not always sent to the regulator in a timely manner. One report was not received for three months after the independent person's visit. Consequently, the external monitoring systems do not improve the quality of care for children.

The compliance notices in relation to regulation 12, regulation 13 and regulation 35 have been met. Also, most concerns noted in previous visits have been addressed and therefore Ofsted has removed the notice of restriction. However, leaders have decided to reduce the number of children the home is registered to care for. This is in response to the current lack of sufficient staff to care for more than two children safely. Consequently, Ofsted has varied the home's conditions of registration to reduce the number of children the home can care for from four to two.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/10/2021	Full	Inadequate
30/06/2021	Full	Inadequate
06/03/2020	Interim	Sustained effectiveness
16/04/2019	Full	Good

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
The registered person must ensure that an independent person visits the children's home at least once each month. The independent person's report may recommend actions that the registered person may take in relation to the home and timescales within which the registered person must consider whether or not to take those actions. (Regulation 44 (1) (5)) In particular, the independent person's report must provide actions that the registered person may take to improve the quality of care received by children in the home. This requirement was made at the last inspection and is restated.	14 December 2021

Recommendation

- The registered provider must ensure that there are sufficient staff, who are suitably trained, on duty to meet the assessed needs of all children in the home. ('Guide to the children's homes regulations, including the quality standards', page 51, paragraph 10.1)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 2484180

Provision sub-type: Children's home

Registered provider: Bryn Melyn Care Limited

Registered provider address: Atria, Spa Road, Bolton BL1 4AG

Responsible individual: Laura Duckers

Registered manager: Post vacant

Inspector

Dean Wilton, Social Care Inspector

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